



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 12  
201 E Kennedy Blvd Ste 530  
Tampa, FL 33602-5824

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (813)228-2641  
Fax: (813)228-2874

June 22, 2023

Staci Rhodes Shelley, General Counsel  
Saint Leo University  
33701 State Road 52  
St. Leo, FL 33574

Re: St. Leo University  
Case 12-CA-313430

Dear Ms. Rhodes Shelley:

I have approved your request to withdraw the portion of the charge alleging that on or about (b) (6), (b) (7)(C) 2023, Saint Leo University (the Employer) discharged employees (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in violation of Section 8(a)(3) and (1) of the Act.

The remaining portions of the charge, alleging that the Employer violated Section 8(a)(1) of the Act by presenting employees with severance agreements that contain unlawful language; violated Section 8(a)(5) and (1) of the Act by failing and refusing to bargain in good faith with United Faculty of Saint Leo (the Union) by announcing a reduction in force without first notifying the Union or giving it the opportunity to bargain about the effects; and violated Section 8(a)(5) and (1) of the Act by engaging in direct dealing by presenting employees with severance agreements without input from or consultation with the Union, will be processed further.

Very truly yours,

*/s/ David Cohen*

David Cohen  
Regional Director

cc: (b) (6), (b) (7)(C)

United Faculty of Saint Leo University,  
NEA/FEA/AFT/AFL-CIO  
115 North Calhoun Street, Suite 6  
Tallahassee, FL 32301



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June 23, 2023

Staci Rhodes Shelley, General Counsel  
Saint Leo University  
33701 State Road 52  
St. Leo, FL 33574

CORRECTED

Re: St. Leo University  
Case 12-CA-313430

Dear Ms. Rhodes Shelley:

I have approved the Charging Party's request to withdraw the portion of the charge alleging that on or about (b) (6), (b) (7)(C), 2023, Saint Leo University (the Employer) discharged employees (b) (6), (b) (7)(C)

in violation of Section 8(a)(3) and (1) of the Act.

The remaining portions of the charge, alleging that the Employer violated Section 8(a)(1) of the Act by presenting employees with severance agreements that contain unlawful language; violated Section 8(a)(5) and (1) of the Act by failing and refusing to bargain in good faith with United Faculty of Saint Leo (the Union) by announcing a reduction in force without first notifying the Union or giving it the opportunity to bargain about the effects; and violated Section 8(a)(5) and (1) of the Act by engaging in direct dealing by presenting employees with severance agreements without input from or consultation with the Union, will be processed further.

Very truly yours,

*/s/ David Cohen*

David Cohen  
Regional Director

cc: Kelly Hill, General Counsel  
Saint Leo University Incorporated  
33701 State Road 52  
St. Leo, FL 33574-6665

(b) (6), (b) (7)(C)

United Faculty of Saint Leo University,  
NEA/FEA/AFT/AFL-CIO  
115 North Calhoun Street, Suite 6  
Tallahassee, FL 32301